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## UC nondiscrimination policies revised

UCOP recently announced revisions to the UC nondiscrimination policies.

One of the revisions adds the category of uniformed services member to the list of individual characteristics which UC prohibits discrimination against. The other revision addresses the prohibiting of retaliation against individuals who file discrimination or sexual harassment complaints.

ANR has revised its nondiscrimination statement to reflect these changes.

The new "ANR Nondiscrimination and Affirmative Action Policy Statement for University of California Publications Regarding Employment Practices" and the new "ANR Nondiscrimination and Affirmative Action Policy Statement for University

of California Publications Regarding Program Practices" in both English and Spanish are available now on the ANR Affirmative Action and Staff Personnel Services Web site at [http://danr.ucop.edu/aa/danr\\_nondiscrimination\\_and\\_affir.htm](http://danr.ucop.edu/aa/danr_nondiscrimination_and_affir.htm).

Please note that any stock of existing publications that has the old version of the ANR nondiscrimination statement will continue to be acceptable for use. However, any new publications should contain the above revised version of the nondiscrimination statement.

For more information about the policies, contact Eugene Britt, director of Affirmative Action/Equal Opportunity, at (510) 987-0096 or [eugene.britt@ucop.edu](mailto:eugene.britt@ucop.edu).

## President Yudof takes office



Mark Yudof greeted UC staff on the UCOP roof garden on June 16, his first official day as the 19th UC president. To watch a video or read more about Yudof, go to <http://www.universityofcalifornia.edu/president>.

## Genetic Resources Conservation Program closes

ANR has closed the Genetic Resources Conservation Program (GRCP) as of June 30.

After a program review found that additional funds would be required for the GRCP to be effective, the decision was made to curtail the program, said Rick Standiford, associate vice president. The budget cut of FY 2003-04 left the statewide program with insufficient core support and ANR is unable to restore its core budget given the bleak state budget prospects facing the university.

GRCP was established in 1985 to address the state's concerns of conserving genetic resources of wild and domesticated animal, plant, fungal and microbial species.

GRCP's accomplishments include rescue of genetic resources collections, establishment of endowment funds

supporting collections, analysis of specific collections documenting value and producing recommendations for long-term support, generation of conservation plans, policy analyses, research, extension of science-based information on conservation and conservation genetic principles, advising, training, and organizing and conducting symposia and conferences.

The program's Web site – <http://www.grcp.ucdavis.edu> – will remain archived for continued access.

Because of the recognition of the value of genetic resources to the future of California agriculture, and ANR's extensive research and extension programs addressing genetic conservation, the long-term planning process will include consideration of genetic conservation issues.

## Communication Services update

### ANR partners with Google Books

After two years of negotiations with Google, the full text of ANR publications will soon be searchable in the world's most popular search engine.

"Discoverability of ANR publications is critical to our clients and the Division," said Bob Sams, Communication Services director. "The Google Books program improves that ability while protecting the hard work of ANR academics."

Once a book is submitted to the program, Google indexes its content. Whenever someone does a search on [Google Book Search](#) and enters words and phrases that appear anywhere in ANR books, they show up in the search results. Through new blended search results currently in testing, books can also appear in regular Google search returns.

Prospective customers can then browse sample pages as a preview. These searches can drive sales of ANR products as visitors can follow purchasing links to buy the book. The online ANR Catalog is always listed as the first purchasing link.

Additionally, a new Google search box will appear on the home page of the ANR Catalog, allowing users of the online catalog to search the full content of ANR publications through the Google Books site (<http://books.google.com/bkshp?hl=en&tab=wp>).

Controls are in place so viewers can see only a limited portion of any given book each month. To further protect content, printing and image copying functions are disabled on all Google Books pages.

Shipping of hard copies of publications will take place over the next couple of weeks. Once received, Google requires four to six weeks to scan and digitize the content.

For more information about Google Books, contact Cynthia Kintigh in Communication Services at (530) 754-3911 or [cckintigh@ucdavis.edu](mailto:cckintigh@ucdavis.edu).

### ANR Repository has more than doubled in size

The ANR Repository currently houses both the ANR Media Library, and just added, the IPM Photo Library. Now you can search 40,000 photos and documents in a single location. The Repository is accessed through your [ANR Portal](#); look in the left column under "My Links." The ANR Media Library no longer exists—all of its assets are included in the Repository.

If you have a library of photos or documents you would like to add to the ANR Repository, please contact Karl Krist at [kakrist@ucdavis.edu](mailto:kakrist@ucdavis.edu) or (530) 754-3939.

Remember to use the Help link for information about the Repository's purpose and functions, including video demonstrations to get you started. The CS TechTools Web site also provides comprehensive information about the Repository <http://groups.ucanr.org/tech-tools/Toolbox/Repository.htm>.

### Training Requests

A link has been placed on the CS TechTools site <http://ucanr.org/techttools> to allow you to request technology training from Communication Services professionals. The TechTools site is listed in your ANR Portal under "My Links." Its Toolbox provides detailed information to help you understand a variety of technologies available to ANR faculty and staff. If you have questions about training opportunities, please contact Mike Poe at [mlpoe@ucdavis.edu](mailto:mlpoe@ucdavis.edu) or (530) 754-3905.

## Employment opportunities

### Imperial County: Plant pathology advisor

UCCE seeks a plant pathology advisor for Imperial County.

The advisor will conduct a research and educational program in plant pathology applicable to local plant disease concerns of commercial vegetable crops, field crops, and tree crops in Imperial County. Research, education and diagnostic programs will serve PCA's and growers, as well as provide a multi-state linkage to Arizona. The advisor will coordinate educational and research activities with clientele, farm advisors, specialists, AES scientists and USDA-ARS scientists working with crops in Imperial and provide science-based information to the public.

Minimum of a master's degree in plant pathology is required. Knowledge of crop production practices, soil science, and integrated pest management is essential. Knowledge of emerging environmental issues is desirable. Outreach and education/experience/skills are preferred. Computer skills are required.

Beginning salary will be in the CE Assistant rank, commensurate with applicable experience and professional qualifications. Go to <http://ucanr.org/jobs.shtml> to view complete vacancy announcement for position #ACCSO-08-02 and application instructions.

For full consideration packets must be received by **Aug. 7**. Request application packet by phone (951) 827-2529 or email [ccsracadrecruitment@ucdavis.edu](mailto:ccsracadrecruitment@ucdavis.edu).

### Monterey/San Benito/Santa Cruz counties: Entomology advisor

UCCE seeks an entomology advisor to cover Monterey, San Benito and Santa Cruz counties. The position is based in Salinas. The closing deadline is **Aug. 15**.

The advisor will conduct research and educational programs in entomology applicable to crops produced in the three counties. The advisor will extend research-based applied information to a primary audience of commercial growers and pest control advisers through newsletters, publications, special meetings, Web sites, popular press articles, farm calls, farm demonstrations and other means.

The advisor is expected to conduct research on new and emerging pests and invasive species, as well as established insect problems; devise new and innovative pest management techniques; develop a balanced research and extension program to serve the needs of both organic and conventional farming systems in the three counties; provide service to large-scale as well as limited-resource growers, and provide diagnostic services for insect-related crop production problems.

Minimum of a master's degree is required in entomology or related field. Beginning salary will be in the CE Assistant Advisor rank, commensurate with applicable experience.

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## Employment opportunities

*Cont. from page 2 —*

For questions on the application process or to request an application packet for position #ACCSO-07-07-R, phone (951) 827-2529 or e-mail [ccsrac.adrecruitment@ucdavis.edu](mailto:ccsrac.adrecruitment@ucdavis.edu). To view the full vacancy announcement, go to <http://ucanr.org/jobdescript/ent.pdf>.

For details on the position, contact Monterey County director Sonya Varea-Hammond at [slvareahammond@ucdavis.edu](mailto:slvareahammond@ucdavis.edu) or search committee chair Richard Smith at [rifsmith@ucdavis.edu](mailto:rifsmith@ucdavis.edu).

### **Santa Barbara/San Luis Obispo counties: Vegetable and strawberry crops advisor**

Santa Barbara and San Luis Obispo counties are seeking a vegetable and strawberry crops advisor (headquartered in Santa Maria). To assure full consideration, application packets must be received by **Aug. 7**.

The vegetable/strawberry farm advisor will conduct an educational and applied research program for the vegetable and strawberry industries in Santa Barbara and San Luis Obispo counties. The advisor will identify and assess the needs of clientele, conduct surveys and field trials addressing identified problems, and develop appropriate educational outreach programs to bring about improved practices among the clientele.

Minimum of a master's degree in plant science or pest management, or closely related discipline is required.

Beginning salary will be in the CE Assistant rank commensurate with education and relevant experience.

For more information, contact Richard Enfield, acting county director, at [rpenfield@ucdavis.edu](mailto:rpenfield@ucdavis.edu) or Mary Bianchi, search committee chair, at [mlbianchi@ucdavis.edu](mailto:mlbianchi@ucdavis.edu).

To view the complete position vacancy announcement for #ACCSO-08-03 and/or download the Academic Application form, and related materials, go to <http://ucanr.org/jobs.shtml>. For questions on the application process, e-mail [ccsracadrecruitment@ucdavis.edu](mailto:ccsracadrecruitment@ucdavis.edu) or phone (951) 827-2529.

## Communications Advisory Board seeks nominations

The advisory board to ANR Communication Services is seeking to fill positions on the board. Nominations can include, but are not limited to, specialists, advisors and faculty affiliated with the Division of Agriculture and Natural Resources.

The board provides advice and support to Director of Communication Services Bob Sams on Division program connection, resource allocation prioritization, major policy issues, budget and long-range planning. It also provides oversight of the peer review process for ANR educational materials.

Board members, appointed by Rick Standiford, associate VP, serve three-year rotating terms. The board meets on a quarterly basis. The new appointments begin in November 2008. Existing board members whose terms are ending may reapply.

You may nominate yourself or a colleague. Please send nominations, along with the addresses of the candidates, to Dennis Pittenger, Communications Advisory Board chair, at [dennis.pittenger@ucr.edu](mailto:dennis.pittenger@ucr.edu). If nominat-

ing yourself, submit to Pittenger a curriculum vitae and the completed application. The application form can be downloaded at <http://ucanr.org/cabapplication>. Nominations are due by **Aug. 15**.

Current members of the advisory board are Marianne Bird, 4-H youth development advisor, Sacramento County; Mark Bolda, farm advisor, Santa Cruz County; Leslie (Bees) Butler, agricultural economics specialist, Davis; Joe Connell, farm advisor, Butte County; Pamela Geisel, academic coordinator, Master Gardener State-wide Program, Davis; Peter Goodell, IPM advisor, Kearney Agricultural Center; Peggy Mauk, regional director, Central Coast & South Region; Dennis Pittenger, environmental horticulture advisor, Riverside; Ellen Rilla, county director, Marin County; Patti Wooten Swanson, nutrition, family, and consumer science advisor, Monterey County; Sonya Varea Hammond, county director, Monterey County; and Stephen Vasquez, farm advisor, Fresno County.

## Names in the news

### **Trent named Imperial vegetable advisor**

Mark Trent has been named vegetable crops advisor for Imperial County, effective July 1.

Before joining UC, Trent worked as a Cooperative Extension academic specialist-outreach in the Michigan State University Entomology Department. He coordinated the Enviro-weather project – an Extension program that uses weather stations throughout the state to bring real-time weather data relevant to crop production, including vegetable crops, into a web site. Growers rely on the information to make crop production and pest management decisions.

Prior to his specialist role at Michigan State University, he was an



extension research specialist at Oklahoma State University; an extension program associate for the University of Arkansas; and an extension educator at Washington State University.

He has extensive experience with vegetable crop production including variety selection, irrigation management, nutrient management, soil preparation, harvest practices, and postharvest practices – both as a farmer and through his work with Cooperative Extension. He was a peanut farmer in Oklahoma, but also grew vegetables.

The Oklahoma native earned a B.S. in Elementary Education and an M.S. in School Administration at Southeastern Oklahoma State University, and an M.S. in Plant Pathology from Oklahoma State University.

Trent can be reached at (760) 352-9474 and [matrent@ucdavis.edu](mailto:matrent@ucdavis.edu).

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## Names in the news

*Cont. from page 3 —*

### Berry, Lamp & O'Geen appointed Communication Services associate editors

Three new ANR Communication Services associate editors have been appointed by associate VP Rick Standiford for four-year terms.

Steven Berry, UC Davis animal science specialist, has been appointed ANR associate editor of Animal, Avian, Aquaculture, and Veterinary Sciences. Berry replaces Jim Oltjen, who served in this capacity for over six years and managed the peer review of 26 publications, the DairyBeef Web site and several videos during his tenure.



Steven Berry

Cathi Lamp, nutrition, family, and consumer sciences advisor in UCCE Tulare County, has been appointed as associate editor of Food & Nutrition, including EFNEP. Lamp replaces Shirley Peterson, who managed the peer review of 12 new publications and the revision of 8 others during her term.



Cathi Lamp

Anthony "Toby" O'Geen, UC Davis soils resource specialist, takes over as ANR associate editor of Land, Air, and Water Sciences. O'Geen replaces Jay Gan who managed the peer review process for 26 online and printed publications during his tenure as associate editor.



Toby O'Geen

Authors in these three subject areas should contact Berry, Lamp or O'Geen when they have an idea for a new ANR publication or a manuscript ready for peer review.

## "Animal biotechnology" to air on UCTV

In the absence of information, animal biotechnologies tend to evoke a negative reaction. To educate the public, a 30-minute documentary titled "Animal Biotechnology" has been produced by UC Davis animal scientists. The documentary will air for the first time on UCTV on Aug. 5 at 8 p.m.

The documentary, narrated and co-authored by Cooperative Extension specialist Alison Van Eenennaam and Animal Biology graduate student William Pohlmeier, begins with a brief historical description of the development of various animal biotechnologies. It places the most controversial of these technologies, cloning and genetic engineering, within that framework. Biomedical and agricultural applications of animal biotechnology are discussed, in addition to some of the science-based



and ethical concerns that are engendered by certain applications.

Excerpts from interviews with leading academic and industry scientists conducted at the UC Davis Transgenic Animal Conference in 2007 and scientists in the field are interspersed throughout the movie.

The script and visuals underwent anonymous scientific peer-review prior to release.

The target audience includes college and high school students and members of the general public. Funding for this project was provided by USDA NRI Grant 2005-55204-15745.

A streaming video link to "Animal Biotechnology" is accessible on the UC Davis Animal Biotechnology Web site: <http://animalscience.ucdavis.edu/animalbiotech>. DVDs can be requested at [biotech@asmail.ucdavis.edu](mailto:biotech@asmail.ucdavis.edu).

## UC raised mileage reimbursement July 1

Anne Broome, UC Vice President – Financial Management, announced an increase in the university's mileage reimbursement rates. The changes conform to the IRS's new standard mileage rates.

Effective July 1, the reimbursement for business travel in a privately owned car increased from 50.5 cents per mile to 58.5 cents per mile and reimbursement for driving or shipping a car in connection with a move or relocation increased from 19 cents per mile to 27 cents per mile.

The relevant bulletins are:

- [Bulletin G-28, Policy and Regulations Governing Travel](#)
- [Bulletin G-13, Policy and Regulations Governing Moving and Relocation](#)

Questions about the new mileage rates should be directed to county or regional offices. ANR personnel assigned to a statewide program without affiliation to a county or regional office may direct questions to Joni Rippee at (510) 987-0136, [joni.ripee@ucop.edu](mailto:joni.ripee@ucop.edu). Oakland ANR personnel may direct questions to Peggy Michel at (510) 987-9862, [peggy.michel@ucop.edu](mailto:peggy.michel@ucop.edu).

## UCCE San Joaquin County office moves to new location

The UCCE San Joaquin County office is moving into new headquarters in the new San Joaquin County Agricultural Center and will be "open for business" at their new address on Monday, July 21.

For more information, contact UCCE San Joaquin County Director Mick Canevari at [wmcanevari@ucdavis.edu](mailto:wmcanevari@ucdavis.edu) or (209) 468-2085.



**New address:**

**2101 East Earhart Avenue,  
Suite 200**

**Stockton, CA 95206**

**Main telephone: (209) 953-6100**

**Fax: (209) 953-6128**

**County Director: (209) 953-6118**

## Benefits of ag research discussed at symposium

Every \$1 invested in public agricultural research and extension in California yields benefits from enhanced productivity worth \$30 or more, said Jennifer James, Cal Poly professor who presented the findings at the Symposium on Agricultural Research and Extension held June 18-19 in Sacramento.

In addition to James, the study was conducted by agricultural economist Julian Alston of UC Davis, Philip Pardey of the University of Minnesota, and Matt Andersen of University of Wyoming. They found that agricultural productivity growth depends on investments over many years in agricultural research, often lagging 20 years as new information is developed and disseminated and technology is adopted. Neighboring states benefit as well in what the researchers call "the spillover effect."

ANR helped provide funding for this ground-breaking research through its Agricultural Issues Center.

During the period 1949-2002, productivity in California agriculture grew by 1.85 percent per year (national average rate was 1.79 percent per year). Since 1990, agricultural productivity growth in California has slowed to 1.08 percent per year (less than the U.S. average of 1.12 percent per year 1990-2002), following a slowing of research spending.

The benefits of agricultural research and extension reach beyond farms. Tim Paine, program leader for agricultural policy & pest management, and Dan Sumner, director of the Agricultural Issues Center, discussed examples of benefits to urban residents and to society in general. Sumner pointed out that private research can be patented or controlled so that the firm is the primary beneficiary whereas UC research must be shared for the public good.

Rick Standiford, associate vice president, talked about the declines in

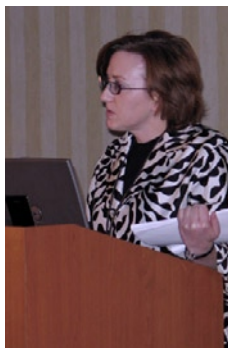
ANR's budget since 1990. The state's cuts in ANR funding in the 1990s and 2003 have resulted in a 24 percent drop in the number of UCCE advisors and 31 percent drop in UCCE specialists, he said. Looking to the future, Standiford noted that 52 percent of the advisors will be eligible to retire in 10 years.

Standiford reported that county governments have increased their support in real dollars over the past 15 years, while federal support has declined by 23 percent and state support has declined by 18 percent. He also pointed to the importance of extramural grant support for ANR programs, which has grown to almost 50 percent of all expenditures for AES and CE within UC.

"I do not accept that we cannot get more funding," VP Dan Dooley told the symposium participants after describing ANR's long-term planning process as demand-based. "I believe we can be as relevant as we have been in the past. How we define that relevance will make it attractive for policymakers to invest resources."

"Policymakers need to know how our programs translate to people," he said.

Karen Ross, president of the California Association of Winegrape Growers and UC's representative to the Council on Agricultural Research, Extension and Teaching, urged the audience to become "squeaky wheels." She asked them to advocate agricultural issues with their Congressional representatives and to give input to the California State Board of Food and Agriculture.



Jennifer James



Dooley, right, talks with symposium participants



Karen Ross

## Duran travels to China for daughter's Olympic debut

Janie Duran, office manager for the UC Kearney Research and Extension Center, is packing her bags for a trip to Beijing, China, where she will watch her daughter Andrea, 24, compete for the pinnacle of women's softball achievement – Olympic gold.



Andrea Duran

Andrea was a softball standout at Selma High School, where her uniform number 2 has been retired. The third-baseman played softball for UCLA and was instrumental

in the team's 2003 and 2004 College World Series victories. In her senior season she led the team in batting average, hits, triples and runs batted in. Andrea graduated with a degree in sociology in 2007.

"It's been very exciting for our family," said Janie Duran, who checks in with her daughter daily. "We've been traveling the country and the world, going through this experience with her."

Andrea and the rest of the 2008 USA Women's Softball Olympic Team have spent the summer on a 60-city bus tour playing exhibition games with all-star teams all over the United States in preparation for the Olympic competition.

– Jeannette Warnert

Videos and PowerPoints from the Symposium on Agricultural Research and Extension presentations will be posted at [cacomcom.org](http://cacomcom.org). The symposium, attended by members of the agricultural industry, was sponsored by the California Commodity Commission and ANR.

## Retirements

### Margarita Alvarez

Orange County nutrition educator Margie Alvarez's 26-year career with UCCE drew to a close June 27.



Alvarez earned a degree in home economics from the University of Puerto Rico, in her native San Juan. Upon graduating at age 19, she took a job with the University of Puerto Rico and the Puerto Rico Department of Education to work in the city's slums.

In 1979 Alvarez and her husband left Puerto Rico to join family in California. A volunteer job led her to the Expanded Food and Nutrition Education Program (EFNEP) with UCCE Orange County.

Alvarez combined nutrition information with money management, leadership development, parenting and family relations skills.

"The most rewarding thing has been seeing the families that we work with go from having almost nothing to becoming key people in the community," Alvarez said. "I remember one child from a poor migrant family in Orange County who is now a doctor."

She has earned numerous awards. In 1988, she was awarded the Outstanding Achievement in County 4-H Leadership. She was honored for meritorious service in 1998 and twice received UCCE Distinguished Service Awards (1995 and 1999). Alvarez received honors from the state and national Extension Family and Consumer Sciences associations for Nutrition Education Research in 1993 and the Mary W. Wells Memorial Diversity Award in 1997. She also received a commendation from the California Senate for Outstanding Record of Professional Achievement and Exemplary Record of Civic Leadership in 1992 and from the Orange County Board of Supervisors for her exemplary leadership work in the community in 1991.

During retirement, Alvarez will volunteer, giving nutrition information in Spanish in Orange County. She and her husband, a medical doctor, are also considering overseas volunteer work with Doctors of Mercy.

— Jeannette Warnert

See full story at <http://news.ucanr.org/news-storymain.cfm?story=1115>.

### Carol Berman

Carol Berman, director of ANR Contracts and Grants, retired on June 27.



Berman had worked in Contracts and Grants since joining ANR in 1986. Working with academics throughout the Division, she oversaw the sponsored research process, from grant proposals to award acceptance. She also helped negotiate complex contracts, train academics in the procedures, and mentor staff who wished to specialize in administrative support of sponsored research in the university.

"Her deep knowledge of UC policies and law has been a tremendous asset to ANR," said Kay Harrison Taber, assistant VP – Administrative Services. "Among her latest achievements has been development of the online grants tracking system, which will be launched soon."

A native of Santa Monica, Berman earned her bachelor's degree in psychology from UC Riverside. She earned her law degree at Santa Clara University.

"Having worked in Contracts and Grants for Sacramento State and for San Jose State University, Carol brought to ANR a wealth of experience," Taber said.

Berman, whose steel office cabinets were covered with a mosaic of magnets, says her first post-retirement task will be to outfit her garage with sheet metal to display her extensive magnet collection.

### Birgit Hempel

Birgit Hempel retired on June 27 after 14 years as the administrative assistant for the Small Farm Center in Davis. She has also accrued 40 years of volunteer work with 4-H.



At the Small Farm Center, Hempel has long been the matter-of-fact voice heard first by clients calling for assistance. Besides acting as librarian for the center's online library of agricultural articles, she's taken pride in seeking answers for clients with all manner of questions. She was integral in cataloging [CalAgTour.org](http://CalAgTour.org), the statewide agritourism database.

Her introduction to ANR was as a parent volunteer for 4-H. She was told, "If your child wants woodworking, you know what you have to do." Hempel currently serves as treasurer for the San Joaquin County and North Central Section 4-H Leaders Councils, as well as secretary for the State 4-H Leaders Council.

In retirement, Hempel plans to keep busy with travel, take a Photoshop class online, and digitally organize her vast collection of photos. And volunteer with 4-H.

— Brenda Dawson

## ANR REPORT

### UNIVERSITY OF CALIFORNIA Division of Agriculture and Natural Resources

(ANR)

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To access back issues of ANR Report, log on to <http://danr.ucop.edu/anr-report/>

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